

# Hardy Schinner

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## TECHNICAL SKILLS

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**Talent**

Recruitment • Sourcing

**Operations**

HRIS (Workday/BambooHR)

**People Practices**

Succession Planning • L&D

**Compliance**

Workplace Investigations

## PROFILE

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Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

## EXPERIENCE

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**Talent Acquisition Manager** — Torphy - Mayert (2022 - Present)

- Implemented a performance review program which improved engagement scores by 20 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 16%.
- Led recruitment for 66 roles across EMEA/US, reducing time-to-hire by 32%.
- Managed complex employee relations issues and maintained compliance with local employment law.

**People Operations Manager** — Barton, Metz and Davis (2023 - Present)

- Led recruitment for 64 roles across EMEA/US, reducing time-to-hire by 21%.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Implemented a performance review program which improved engagement scores by 13 points.

**HR Business Partner** — Medhurst, Pollich and Padberg (2025 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Implemented a performance review program which improved engagement scores by 20 points.
- Led recruitment for 103 roles across EMEA/US, reducing time-to-hire by 28%.

## EDUCATION

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MSc Human Resource Management, Schiller LLC College (2012)

## CERTIFICATIONS

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- SHRM-CP
- PHR
- CIPD Level 5/7